

# Relationship Subgroup Status

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Robin Krause, Leader

# Regarding Relationships

Relationship is an endeavor, not an end in itself

*Most people see it as a place to get to....a place to arrive at!*

Relationship is a direction..like going west

*There is always more West to go!*

Relationship is a discovery ...of what you don't know

*When you think you have relationship figured out you are dangerous to yourself and painful for others!*

Limitations we experience usually occurs as strategy or tactic in dealing with relationship...either with yourself, or with others

# Relationship Subgroup Members

Tim Van Sant

Bob Smith

Robin Krause

Linda Landini

Jackie Townsend

Ruth Carter

Leslie Ambrose

Evette Brown-Conwell

Bob Caffrey

Donna Swann (OHCM)

Gerry Daelemans

Cecilia Czarnecki

Mansoor Ahmed

Robin Krause

Jonathan Bryson

Debra Dodson

Greg Mandt

George Komar

Grettchen Burton

Ruth Carter

George Morrow

Phil Sabelhaus

Susan Wright

Beth Keer

David Scheve

Jimmy Barkus

Karen Rogers

Preston Burch

# Outcome

- Our Relationships Subgroup is committed to empowering Code 400 realize the desired future in which:

***the Flight Projects Directorate has established itself as a trusted, collaborative and high performing partner in all interactions with customers, stakeholders and employees,***

- by June 2011.

# Initial Actions to Causing Outcome

- Develop a set of “Operating Standards”, that are observable and measurable
  - Provide training in these O.S. and means to measure them
  - Organizations Leadership is responsible for empowering members in new O.S.
- Tighten up where needed Roles, Authority, and Accountabilities (RAA) among Code 400 organizations

•Code 400 Operating Standards Map Well to 4 Dimensional Leadership Behaviors; thus 4D training will be made available to all of Code 400 employees

Code 400 Operating Standard	4D Behaviors
We Listen For Others Needs, Commitments and Shared Interests	Address Shared Interests
We Are Open in Communications	Keep All Your Agreements
We Make or Accept Clear Requests and Promises	Keep All Your Agreements
We Honor Agreements	Keep All Your Agreements
We Stop Blaming, Complaining, and Offer Solutions	Resist Blaming and Complaining
We Express Authentic Appreciation	Express Authentic Appreciation
We Get Out of the Stands and Onto the Field	100 Percent Commitment
We Accept Obstacles as Part of the Game	Reality Based Optimism
We Operate with Diversity as Central to Our Success	Appropriately Include Others

Note: 8<sup>th</sup> 4D behavior is: “Clarify Roles, Accountability & Authority”



## Tightening Up RAA's

- Use 4D to perform diagnostic testing to determine the extent of the need for greater role clarity (and as a measure of improvement)
  - If RAA clarity needs improvement then organizations leadership to take appropriate action
- Use Social Network Analysis to measure collaboration/cooperation
- Have a nucleus of committed 400 folk, candidates to serve as (or with) RAA consultants
  - Volunteers needed
  - Conduct Facilitator Training of volunteers

# Relationship Subgroup Next Steps

- Develop a communication plan to get the word out
  - Lots of fun stuff; volunteers welcome and needed!
- Brainstorm additional means of measuring how Code 400 occurs to its stakeholders, employees, etc.
  - Lots of fun stuff: volunteers welcome and needed!
- If you ever wanted to make a difference in the life of Code 400 around the dynamics of how we relate to others, now is the time to step forward!